

Anti-Bribery & Corruption Policy

Introduction:

This policy outlines All Timberlines' position on Bribery and Corruption.

Definition:

The Bribery Act 2010 is concerned with bribery. Very generally, this is defined as giving someone a financial or other advantage to encourage that person to perform their functions or activities improperly or to reward that person for having already done so. So, this could cover seeking to influence a decision-maker by giving some kind of extra benefit to that decision maker rather than by what can legitimately be offered as part of a tender process.

All Timberlines' Policy:

All Timberlines is committed to maintaining the highest standards of integrity in the way it conducts business in the jurisdictions in which it operates. All Timberlines will comply with all relevant laws in the jurisdiction in which it operates.

- All Timberlines will not tolerate any form of bribery, corruption, fraud, misconduct or wrongdoing in its business dealings.
- All Timberlines' employees, officers, directors, contractors, suppliers, vendors, and consultants are strictly prohibited from offering, paying, soliciting or accepting bribes or any form of kickback, including facilitation payments, in any circumstances.
- All Timberlines will not make contributions to political parties or politicians in any country.
- All Timberlines will only make charitable donations that are legal and ethical under local laws and practices.

Further Information: <http://www.justice.gov.uk/downloads/legislation/bribery-act-2010-quick-start-guide.pdf>

Maintaining this Policy:

We will review and revise this policy on an Annual Basis. The policy statement is reviewed and endorsed by the Directors.

Communication of the Policy:

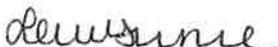
The policy will be communicated to all interested parties by posting on company noticeboards and any other means as deemed necessary.

Commitment to This Policy:

All Timberlines is committed to this policy statement and the policy is approved and signed off by the Director on behalf of the organization.

Name: Laura Downie

Position: Director

Signed: 

Date: 06/01/2026